

SURVEY OF MANPOWER AND EMPLOYMENT STATISTICS.
(Including Numbers in Armed Forces)

AUGUST, 1943.

NOTE: (1) As this memorandum contains secret data as to Defence Forces and total manpower position, its circulation is limited to a small list of officers who have occasion to use it. Numbers in Defence Forces must not be published in any way and the document must be carefully safeguarded.

(2) The statistics herein are as at the end of August, 1943. Future issues will appear about eight weeks after the end of the month to which they relate.

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1. Employment and Enlistments: The following table shows, as at the end of July, 1939, July, 1941, November, 1941, and each month from August, 1942, to August, 1943, the estimated number of persons employed as wage and salary earners in industry (excluding rural and household domestic) and the net enlistments in the Defence Forces since the commencement of the war. "Net Enlistments" represents the net number of persons taken into Defence Forces and not subsequently discharged into civil life.

AUSTRALIA - Wage Earners Employed in Industry and Total Net Enlistments in Defence Forces.

End of Month	Wage Earners Employed in Industry (excluding rural & household domestic) (a)			Total Net Enlistments in Defence Forces (b)			Total (excluding wage earners in rural industry & household domestic service)		
	M.	F.	T.	M.	F.	T.	M.	F.	T.
1939 - July ..	'000	'000	'000	'000	'000	'000	'000	'000	'000
1941 - July ..	1306.0	420.5	1726.5	-	-	-	1306.0	420.5	1726.5
November ..	1385.1	515.2	1900.3	321.1	0.2	321.3	1706.2	515.4	2221.6
1942 - August ..	1396.2	537.4	1933.6	378.5	3.6	382.1	1774.7	541.0	2315.7
September ..	1308.9	572.5	1881.4	632.8	22.0	655.8	1942.7	594.5	2537.2
October ..	1305.1	573.3	1878.4	639.6	24.9	664.5	1944.7	598.2	2542.9
November ..	1299.8	578.9	1878.7	644.2	27.8	672.0	1944.0	606.7	2550.7
December ..	1297.1	584.2	1881.3	651.9	30.2	682.1	1949.0	614.4	2563.4
1943 - January ..	1292.7	587.8	1880.5	656.0	32.7	688.7	1948.7	620.5	2569.2
February ..	1293.7	587.0	1880.7	661.5	36.0	697.5	1955.2	623.0	2578.2
March ..	1293.6	593.1	1886.7	665.9	38.2	704.1	1959.5	631.3	2590.8
April ..	1292.3	599.6	1891.9	670.2	40.3	710.5	1962.5	639.9	2602.4
May ..	1284.1	600.4	1884.5	674.7	41.8	716.5	1958.8	642.2	2601.0
June ..	1283.9	601.4	1885.3	678.7	43.3	722.0	1962.6	644.7	2607.3
July ..	1282.7	605.2	1887.9	681.7	44.7	726.4	1964.4	649.9	2614.3
August ..	1278.5	608.4	1886.9	684.3	46.0	730.3	1962.8	654.4	2617.2
	1279.1	610.8	1889.9	684.7	47.1	731.8	1963.8	657.9	2621.7

(a) Includes employees of Allied Works Council and Allied Governments, in addition to all other workers engaged in production of war materials and services. A.W.C. employees first appeared in May, 1942, and numbered approximately 47,000 in August, 1943.

(b) See Section 5 of this Survey for fuller details of these figures. They represent "Gross Enlistments" less discharges and include dead, missing, prisoners of war and wounded. Figures as to enlistments, discharges, etc., in respect of Army are in process of revision and the figures herein will be amended when check is complete.

The main features of the August figures may be summarized as follows:-

Males: The total number of males employed in industry (excluding rural) or enlisted in the Defence Forces increased steadily from November, 1941, to June, 1942, at an average rate of 23,800 per month, but thereafter increased by only 22,500 in fourteen months. During the past few months there has been little change in the total males engaged, so that few men, if any, are now being obtained from other sources, namely, rural workers, unemployed, independents and men usually occupied as employers or self-employers. Compared with the previous month, the intake into the Forces in August was only 400 and males employed in industry increased by 600.

Females: Total females employed in industry (excluding rural and household domestic) and in the Defence Forces increased by 3,500 in August. The monthly increase during the twelve months ended August, 1943, averaged 5,300. The number of females taken into the Forces in August was 1,100 compared with an average monthly increase of 2,100 during the twelve months ended August, and the increase in civil employment was 2,400 in the month compared with an average of 3,200 during the preceding twelve months.

2. Employment (excluding Rural and Household Domestic): The numbers of persons employed in July, 1941, November, 1941, and each month August, 1942, to August, 1943, (as shown in the first three columns of the previous page) are dissected in the following table into four main groups of employment.

AUSTRALIA - Wage Earners Employed in Industry
(Excluding Rural and Household Domestic)
(For totals for each month see page 1)

End of Month	Governmental Munitions, Aircraft, Ship-building			Other Factories and Workshops			Other Governmental(a)			All Other (a)		
	M.	F.	T.	M.	F.	T.	M.	F.	T.	M.	F.	T.
1941 - July ..	51.4	8.7	60.1	486.9	179.9	666.8	306.0	62.6	368.6	540.8	264.0	804.8
November ..	59.7	11.2	70.9	495.6	187.0	682.6	306.5	66.4	372.9	534.4	272.8	807.2
1942 - August ..	85.2	26.1	111.3	467.9	187.0	654.9	323.5	82.8	406.3	432.3	276.6	708.9
September ..	85.7	27.4	113.1	467.0	186.6	653.6	324.6	84.5	409.1	427.8	274.8	702.5
October ..	85.8	29.0	114.8	466.6	187.7	654.3	324.5	86.4	410.9	422.9	275.8	698.7
November ..	87.0	30.8	117.8	466.1	188.1	654.2	323.1	87.4	410.5	420.9	277.9	698.8
December ..	88.4	32.6	121.0	462.4	187.5	649.9	320.0	89.3	409.3	421.9	278.4	700.3
1943 - January ..	90.8	34.1	124.9	462.4	187.6	650.0	320.8	90.5	411.3	419.7	274.8	694.5
February ..	91.1	36.3	127.4	463.3	189.8	653.1	320.3	91.9	412.2	418.9	275.1	694.0
March ..	92.0	38.2	130.2	464.4	192.2	656.6	318.7	93.3	412.0	417.2	275.9	693.1
April ..	92.0	38.9	130.9	463.0	191.1	654.1	315.9	94.6	410.5	413.2	275.8	689.0
May ..	91.9	39.8	131.7	463.7	189.8	653.5	314.0	95.7	409.7	414.3	276.1	690.4
June ..	90.9	39.4	130.3	463.5	190.5	654.0	314.6	99.0	413.6	413.7	276.3	690.0
July ..	89.9	39.0	128.9	463.1	190.3	653.4	314.0	102.4	416.4	411.5	276.7	688.2
August ..	88.4	38.2	126.6	464.2	191.0	655.2	314.5	104.3	418.8	412.0	277.3	689.3
Increase since November, 1941.												
Number ..	28.7	27.0	55.7	-31.4	4.0	-27.4	8.0	37.9	45.9	-122.4	4.5	-117.9
Per Cent ..	48.1	241.1	78.6	-6.3	2.1	-4.0	2.6	57.1	12.3	-22.9	1.6	-14.6

(a) Allied Works Council employees are included with "Other Governmental" or "All Other" according to whether they were working for Governmental authorities or private contractors. The increase in "Other Governmental" from April to June, 1942, is due to the inclusion of these men, but the subsequent decline of the "Other Governmental" figures for males shows that the necessarily large increase of public employment for war purposes has been offset by curtailment of the numbers of males in less essential governmental activities. Employees of Allied Governments are also included with "Other Governmental".

The figures at the foot of the table show absolute amounts (in thousands), and percentages of increase in employment since the end of November, 1941, indicating the trend of employment in various groups since war was commenced in the Pacific. Munitions, aircraft and shipbuilding showed a steady growth in the total for both sexes until April, 1943. Male employment in munition factories increased rapidly until July, 1942, but after that date, the monthly increase slackened off, and since April, 1943, about 3,600 men have been released. Female munition workers continued to expand until May, 1943, but 1,600 women have been released since that date. Male workers in other factories and workshops were increasing when war with Japan started, but, with the exception of seasonal increases during recent months, have declined slowly from the November, 1941, peak. The loss of 31,400 workers since November, 1941, representing 6 per cent. of their number at that date, is slightly in excess of the number of male factory workers absorbed by the munition works. (Of course a very large proportion of the factory workers remaining have been transferred to war contracts.) Female workers in other factories and workshops have remained very steady since November, 1941, and are only 4,000 above the November, 1941, level. Governmental services other than munition works increased slightly until April, 1942, but the large increase in May, 1942, was due to the inclusion of such Allied Works Council employees as were working directly for Governmental authorities. Since May, 1942, males in this group have decreased by 12,000. The number of females in Government services has increased fairly steadily, and in August 1943, stood at 57 per cent above the November 1941 level. Males in "all other industries" reached a peak in September 1941, and the decline in subsequent months placed August, 1943, at 23 per cent below November, 1941. This fall has meant the releasing of 122,000 men for the Armed Forces. Females in "all other industries" showed a slight tendency to increase until April, 1942, but remained fairly steady after that date.

Summing up, it may be said that from November, 1941, to August, 1943, munition etc. works required 28,700 extra men and other Government activities, 8,000 extra men, while other factories and workshops released 31,400 men, and all other industries released 122,400 men. As to females, munition, etc. works required 27,000 and Governmental services 37,900 extra women, while female employment in other industries, including factories, was very little changed.

3. Summary of Manpower Statistics - Australia: The following table shows for August, 1943, the number of males and females enlisted in the Defence Forces, those engaged as wage or salary earners in civil occupations other than rural and household domestic pursuits, and unemployed wage and salary earners. Comparison of the changes in each of these groups from pre-war conditions (July, 1939) and from November, 1941, is also made. The three centre columns show figures for the complete period since the commencement of war, while the three right-hand columns show that part of the change which has occurred since the entry of Japan into the war.

AUSTRALIA - Summary of Manpower Statistics as at August, 1943.

Particulars	Totals as at end of August 1943			Increases					
				July 1939 to August 1943 (Whole War Period)			November 1941 to August 1943 (Pacific War Period)		
	M.	F.	T.	M.	F.	T.	M.	F.	T.
(i) Defence Forces - Gross enlistments less discharges since commencement of war ..	'000	'000	'000	'000	'000	'000	'000	'000	'000
(ii) Wage and Salary Earners employed, other than rural and household domestic workers: ..	684.7	47.1	731.8	684.7	47.1	731.8	306.2	43.5	349.7
Munitions, Aircraft, Ship-building (Governmental) ..	88.4	38.2	126.6	77.8	37.1	114.9	28.7	27.0	55.7
Other Factories and Workshops ..	464.2	191.0	655.2	37.6	43.9	81.5	- 31.4	4.0	-27.4
Other ..	726.5	381.6	1108.1	-142.3	109.3	-33.0	-114.4	42.4	-72.0
TOTAL:	1279.1	610.8	1889.9	- 26.9	190.3	163.4	-117.1	73.4	-43.7
iii) Unemployed through sickness, accident, unfitness and lack of work ..	28.7	16.0	44.7	-235.3	-18.0	-253.3	- 45.2	- 3.3	-48.5
Total Defence Forces, Employees and Unemployed:	1992.5	673.9	2666.4	422.5	219.4	641.9	143.9	113.6	257.5
(iv) Normal Increase in Wage and Salary Earners: ..	-	-	-	72.8	39.1	111.9	26.6	18.8	45.4
(v) Persons drawn from "not gainfully occupied" groups, employers and self-employed and from rural and private domestic wage earners ..	-	-	-	349.7	180.3	530.0	117.3	94.8	212.1

Notes to above tables:

- (i) Defence Forces include enlistments since the commencement of war only. Full details are given in Section 5 of this summary. The relatively small number of permanent forces are included in "other" wage and salary earners employed - Item (ii) of above table. See footnote (b) to table on page 1.
- (iii) Unemployed wage and salary earners include all those not in employment on account of sickness, accident, unfitness and lack of work. Sickness and accidents are responsible for over 40,000 of the total unemployed shown above. The figures are approximate estimates only, as no exact records are available.
- (iv) Normal increase in wage and salary earners is the estimated increase in the number of available wage and salary earners which would have been expected had the trends of recent pre-war years been continued.
- (v) "Not gainfully occupied" groups include independents, retired persons, women previously not gainfully occupied, children who commence wage-earning earlier than they would in normal times, and persons who delay their retirement from wage-earning occupation.

It will be seen that since July, 1939, 731,800 persons have been absorbed by the Defence Forces while 163,400 have been absorbed into industries other than rural and private domestic service. This total of 895,200 has been drawn from (a) Unemployed wage and salary earners, the decrease of whom has contributed 253,300 persons; (b) normal increase of wage and salary earners amounting to 111,900 persons, and (c) persons not gainfully occupied, (including retired persons who have become wage earners and wage earners who have delayed retirement), employers and self-employed persons who have become salary and wage earners, and rural and private domestic wage earners who have entered the Forces or transferred to other industry. This latter group has contributed 530,000 persons.

Men engaged in the Forces and Industry have increased by 657,800 and women by 237,400 since the outbreak of war. The males were obtained from the following sources:- Unemployed, 235,300; normal population increase 72,800; and drawn from rural industry, self-employed, and "independent" persons, 349,700. Of this latter group it is estimated that approximately 87,000 came from rural wage earners, 58,000 from other rural workers, 120,000 from employers, workers on own account, and helpers, and 85,000 from males who would not otherwise have been gainfully occupied. All the increase went into the Forces with the addition of 26,900 released by industry. The females came principally from unoccupied women and women in private domestic service (and a few self-employed), 180,300, while normal increase yielded 39,100 and unemployed 18,000.

The next table summarizes the salient features of the foregoing analysis for males and females separately in three periods:- (a) July, 1939, to November, 1941 - the period of war prior to the entry of Japan; (b) November, 1941, to November, 1942 - the first twelve months of the Pacific War and (c) the first nine months of the second year of war in the Pacific.

Particulars	Total for each Period			Average per month		
	July 1939 to Novem- ber 1941 (28 Mths.)	Nov. 1941 to Novem- ber 1942 (12 Mths.)	November 1942 to Aug. 1943 (9 Mths.)	July 1939 to Novem- ber 1941 (28 Mths.)	Nov. 1941 to Novem- ber 1942 (12 Mths.)	November 1942 to Aug. 1943 (9 Mths.)
MALES (Thousands)						
Increase in Defence Forces (a) ..	378.5	273.4	32.8	13.5	22.8	3.6
Increase in employment in industry (other than rural) ..	90.2	-99.1	-18.0	3.2	- 8.3	- 2.0
<u>Total Increase in Forces and Industry:</u>	468.7	174.3	14.8	16.7	14.5	1.6
The source of this increase was:-						
(i) Decrease in unemployed ..	190.1	43.4	1.8	6.8	3.6	0.2
(ii) Normal increase in Wage and Salary earners ..	46.2	14.9	11.7	1.6	1.2	1.3
(iii) Drawn from other groups(b)	232.4	116.0	1.3	8.3	9.7	0.1
FEMALES (Thousands)						
Total increase in Defence Forces and industry (other than rural and household domestic) ..	120.5	73.4	43.5	4.3	6.1	4.8
The source of this increase was:-						
(i) Decrease in unemployed ..	14.7	3.2	0.1	0.5	0.3	0.0
(ii) Normal increase in wage and salary earners ..	20.3	10.5	8.3	0.7	0.9	0.9
(iii) Drawn from other groups(b)	85.5	59.7	35.1	3.1	5.0	3.9

(a) See explanation of net enlistments in Section 5 on page 5 hereof. See also footnote(b) to table on page 1.

(b) As defined in (v) in previous table.

During the first period of the war, males engaged in the Forces and Industry were increasing at an average rate of 16,700 per month; the monthly increase fell to 14,500 in the first year, and to 1,600 in the first nine months of the second year of the Pacific War. Entries into the Forces, however, averaged 13,500 monthly for the first period, rose to 22,800 in the first year of Pacific War, but averaged only 3,600 in the subsequent nine months. Diminishing unemployment was yielding 6,800 monthly in the early part of the war, fell to 3,600 per month during the first year of the Pacific War, but is now negligible. Men drawn into the Forces and Industry from other groups at first averaged 8,300 monthly, rose to 9,700 in the twelve months after Japan entered the War, but in the subsequent nine months accounted for very little additional manpower.

Women commenced to be recruited for the Forces about the middle of 1941. They averaged only 800 per month from July to November, 1941, but in the next twelve months averaged 2,200 per month, and in the nine months December, 1942, to August, 1943, averaged 1,900. Those entering industry averaged about 4,000 each month prior to November, 1941, during the next twelve months they averaged 3,900, and in the nine months December, 1942, to August, 1943, averaged 2,900. The largest sources of additional female labour were unoccupied women, women engaged in private domestic service, and employers and self-employed women. These sources provided 3,100 per month in the early part of the war, 5,000 per month in the twelve months after November, 1941, and 3,900 per month during the nine months ended August, 1943.

4. Summary of Manpower Statistics - States: A complete check of Army records has disclosed necessity for appreciable revision in figures as to enlistments, discharges, etc., for some States. Pending completion of the check, figures hitherto published in this section are discontinued.

5. Defence Forces: The numbers of persons enlisted in the Defence Forces since the commencement of war are summarized from official records in the following statement. The gross enlistments are shown in the first column while the second column represents the net number taken into Defence Forces and not discharged. It includes deaths, missing, prisoners of war and wounded. This total is the significant figure for manpower purposes and has been used in the preceding tables. It shows the net extent to which the Defence Forces have drawn men and women from civil life. Actually it may be a little understated, as some of the persons included as discharges are probably incapacitated, and not fit to resume civil occupations.

TOTAL DEFENCE FORCES - AUSTRALIA

Enlisted from commencement of War to 31st August, 1943.

(Full-time continuous duty)

Services		Gross Enlistments	Net Enlistments
<u>MALES</u>			
Military - A.I.F. (a)	..	411,062(b)	362,881(b)
Militia (including Garrison)(a)	..	251,108(b)	152,592(b)
V.D.C.	..	4,610(b)	3,187(b)
Air - R.A.A.F.	..	156,488	138,111
Naval - R.A.N. and R.A.N.A.S.	..	30,900	27,914
<u>TOTAL MALES:</u>		854,168	684,685
<u>FEMALES</u>			
Military - Nurses, A.I.F. (a)	..	2,725	2,560
Nurses, Militia (a)	..	1,446	923
A.A.M.W.S. - A.I.F. (a)	..	2,489	2,399
A.A.M.W.S. - Militia (a)	..	3,326	2,997
A.W.A.S.	..	20,426	19,405
Air - W.A.A.A.F.	..	20,230	16,760
R.A.A.F. Nursing Service	..	395(b)	395
Naval - W.R.A.N.S. and R.A.N.N.S.	..	1,647	1,647
<u>TOTAL FEMALES:</u>		52,684	47,086

(a) These figures allow for transfer from Militia to A.I.F. units.

(b) Approximate, subject to revision. As to Army figures, see footnote

(b) to table on page 1.

The largest increase during August in the net figures for males occurred in the R.A.A.F. (1,500). The A.I.F. total increased by 6,100 but this increase was chiefly due to transfers from the Militia, as the total of the A.I.F. and Militia together declined by 1,300 compared with July. The Navy was increased by 250. Amongst females, the most important change was an increase of 430 in the net number of A.W.A.S., while the W.A.A.A.F. and the A.A.M.W.S. increased by 340 and 200 respectively. The only other significant change during the month was an increase of 90 in the Naval Women's Services.

Net Enlistments by States: A complete check of Army records has disclosed necessity for appreciable revision in figures as to enlistments, discharges, etc., for some States. Pending completion of the check, figures hitherto published in this section are discontinued.

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(12th November, 1943)